

NEWARK TEACHERS UNION UPDATE

September 3, 2020

Getting ready for September 8



John M. Abeigon

jabeigon@newarkteachersunion.com

Colleagues,

Next week, we pick up where last school year left off. The first few weeks of school are going to present some unique challenges as we try to get our students caught up, while dealing with huge social and emotional issues that come up.

Newark School staff have always been up to the difficulties of teaching in Newark, and we are more prepared than anyone else on what is to come.

We can no more predict the future than you, and in our drive to ensure the health and safety of our membership, changes will be inevitable. But no matter what changes, we will continue to remind everyone that "Everything that has to do with Education is our Domain."

As always, the NTU is here when you need us. Have a good school year!

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Quick note on "Payroll Tax Deferrals"

We spoke to Labor Relations, and they have confirmed that Newark Board of Education will not be participating in President Trump's "Payroll Tax Deferral" Scheme. Taking money out of vital programs like Social Security and Medicare only to force staff to make massive catch up payments later makes no sense. Payroll taxes will remain as normal for the rest of the 2020-2021 school year.

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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Michael Iovino

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Evaluation Update

We know you are all concerned about observations and evaluations in the virtual environment. Teachers are being told that they are going to be observed/evaluated just like they are in classrooms. That is not practical or even possible, so let them do their thing.

Currently our Evaluation Advisory Committee has met once with the district to develop changes to our current framework that will make it better suited for a virtual observation. Additionally, the State Board of Education intends to release some guidance in the near future.

Newark staff are going to begin being observed in the coming weeks, before an updated Framework, and likely before state guidance. The NTU Evaluation Advisory Committee will stay on top of this issue to assure that no evaluatory harm is done to anyone.

Important Paycheck Information!

From NBOE: As you know, on Friday, September 4, 2020 10 month NTU employees will receive a 4 day paycheck.

Based on the payroll calendar, the pay end date for this payroll is officially, 8/28/2020. However, the employees groups listed above are not placed in their new salary until they come back to work (9/1/2020 this year).

In an effort to pay employees accurately, we replaced the amount they would have received for four days based on their 8/28/2020 salary with four days based on their 9/1/2020 salary.

Please note: they are paid correctly, but their 9/4/2020 paystub will have their 8/28/2020 salary listed.

If you have any questions or need additional information, please do not hesitate to contact me at rschrader@nps.k12.nj.us

Thank you,
Randy Schrader | Director of Employee Services

What does that mean to me?

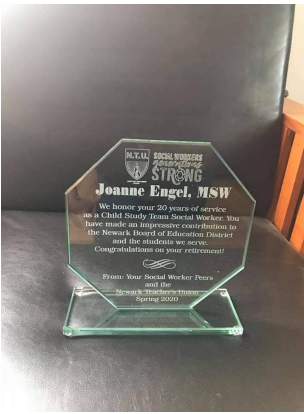
It means the below number on your paycheck will not accurately reflect your current salary. Check your Employee Self Service to make sure your actual pay rate is correct. And reach out to the above email and cc: mmail-laro@newarkteachersunion.com if it is no.

Newark Public Schools 765 Broad Street Newark, NJ 07102	Pay Group: P10-Pay Group 10 Pay Begin Date: 08/01/2020 Pay End Date: 08/14/2020	Business Unit: NWK Advice #: 000000010361801 Advice Date: 08/21/2020
		TAX DATA: Federal NJ State
		Tax Status: Single Single
		Allowances: 0 0
		Addl. Pct:
		Addl. Amt:
Pay Rate: \$95,291.00 Annual		

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2020 NBOE Social Worker Celebration Honorees



In this current climate, the social and emotional needs of our students and staff has to be at the forefront of any conversation about education. That is why Newark's Social Workers are such an important resource to be celebrated.

Last week, the Social Worker Celebration Planning Committee honored some of their own who have dedicated their careers to making live better for so many of our children. The NTU was happy to help honor these amazing women.

- Deborah O'Neal, LCSW, ACSW- 25 Years -CST
- Gail Moore, MSW- 20 Years- CST
- Joanne Engel, MS - 20 Years - CST
- Kaye Pollard, LCSW- 19 Years - School Social Worker
- Susan Beard, MSW- Most years of Service- 23 years -CST



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NTU Tentative Executive Board and Rep Meeting Schedule

Meetings will be virtual for the foreseeable future

Executive Board Meetings

Tuesday, September 22, 2020—3:30 PM
Tuesday, October 27, 2020—3:30 PM
Tuesday, November 17, 2020—3:30 PM
Tuesday, December 15, 2020—3:30 PM
Tuesday, January 26, 2021—3:30 PM
Tuesday, February 23, 2021—3:30 PM
Tuesday, March 23, 2021—3:30 PM
Tuesday, April 20, 2021—3:30 PM
Tuesday, May 25, 2021—3:30 PM
Tuesday, June 22, 2021—3:30 PM

Building Rep Meetings

Wednesday, September 23, 2020—3:30 PM
Wednesday, October 28, 2020—3:30 PM
Wednesday, November 18, 2020—3:30 PM
Wednesday, December 16, 2020—3:30 PM
Wednesday, January 27, 2021—3:30 PM
Wednesday, February 24, 2021—3:30 PM
Wednesday, March 24, 2021—3:30 PM
Wednesday, April 21, 2021—3:30 PM
Wednesday, May 26, 2021—3:30 PM
Wednesday, June 23, 2021—3:30 PM

SAVE THE DATE

- Friday, September 4—School closed for ten month employees
- Monday, September 7—Labor Day Holiday, School closed for all employees
- Tuesday, September 8—Students Report
- Tuesday, September 22, 2020, 3:30 PM—NTU Executive Board Meeting
- Tuesday, September 22, 2020, 6:00 PM - Newark Board of Education Business Meeting, 6:00 PM, 765 Broad Street
- Wednesday September 23, 2020, 3:30 PM—NTU Building Rep Meeting
- Thursday, September 24, 2020 , 6:00 PM - Newark Board of Education Meeting, George Washington Carver, 333 Clinton Place

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NTU Education Resource Center

Unfortunately, the NTU's Education Resource Center will not be available. There was no way to reopen following CDC Guidelines. We will send out updates if and when the situation changes.

MEMBER SERVICES

NTU Members should never hesitate to communicate with us by phone, email, etc regarding any of the issues we handle at the Newark Teachers Union.

- Planning for Retirement
- Pension & Buy Back Issues
- ER+D Staff Development
- Health and Supplemental Benefits
- AFT Membership Benefits
- FMLA and other leaves of absence
- Assistance with Evaluations and Observations
- Disciplinary Hearings
- Labor Relations & Payroll
- Legal Representation
- Workers Comp
- Tuition Reimbursement



Call 973-643-8430 or visit our website <http://newark.nj.aft.org/> or email mmailaro@newarkteachersunion.com to address these or any other concerns you may have.

Don't forget to follow us on Facebook (<https://www.facebook.com/NewarkTeachersUnion481/>) and Instagram (https://www.instagram.com/newark_teachers_union/?hl=en)

Under the current situation, it is vital to stay informed! If you have changed your address, phone number, or location over the summer, please reach out to sscreven@newarkteachersunion.com to let us know. Also, if you don't get our weekly updates, send an email to mmailaro@newarkteachersunion.com to make sure you are on our mailing list.

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AFLAC + COVID 19

Our colleagues at AFLAC asked us to share this important information with you (this is not a paid advertisement or an endorsement of any company or product, purely informational for our members who may have questions)

AFLAC PAYS COVID-19 DISABILITY CLAIMS!

Over 6 Million Americans have been diagnosed with Covid-19 since early 2020. Nobody knows that more than people who live in New Jersey or New York. Everyone has seen the effects the disease has on a family, when a loved one gets sick and can't go to work.

We have spoken to our AFLAC representatives (Carmine and George) and they have assured us that all members that have a AFLAC Disability Plan are eligible to file a disability claim if they didn't work due to Covid-19.

Please consider the following:

- AFLAC pays for Covid-19 claims as well as other illnesses.
- AFLAC pays for accidents & sickness when time is lost.
- AFLAC will pay if you can't work – even during the summer break.
 - AFLAC will pay you in addition to sick time.
 - AFLAC will pay you quickly through direct deposit.

Remember we DON'T HAVE STATE DISABILITY and that's why AFLAC is important to have.

To file a claim or for information regarding AFLAC Please CALL CARMINE or GEORGE at 201-460-8670.

Keep in mind, it's never too late to enroll!

NEWARK TEACHERS UNION

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Executive Board

John M. Abeigon, President/Director of Organization

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Vice Presidents

Victor Afonso

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Noor Alam

Silvia Pereira

Cristina Balboa

Marisa Rodriguez

Chris Canik

Jennifer Ramos

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Ryan Sandor

Timothy Carr

Larry Sullivan

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